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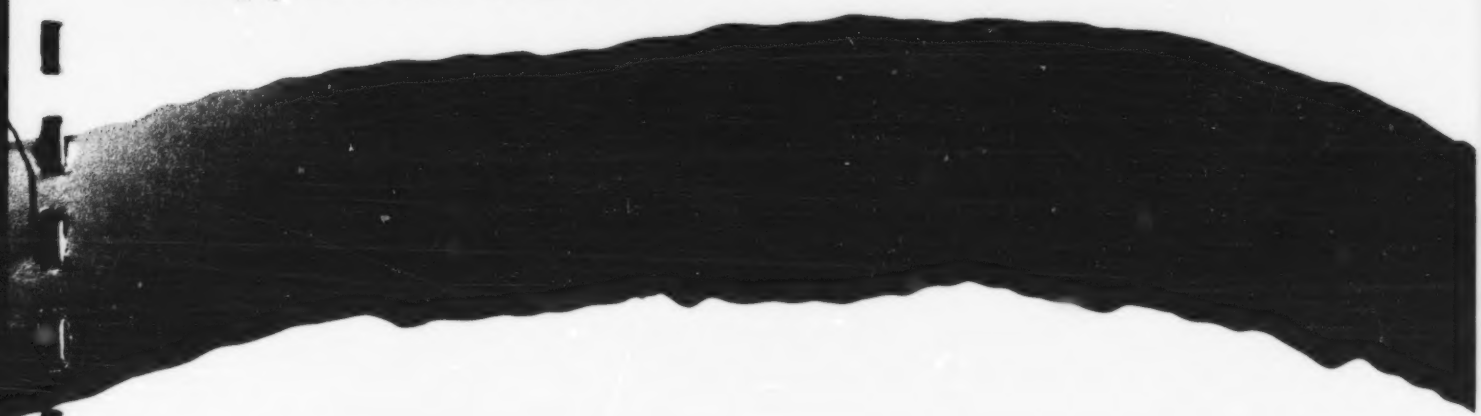
The Employment Equity Program for Women in the New Brunswick Civil Service 1987 Annual Report

Le Programme d'égalité en matière d'emploi à l'intention des femmes de la Fonction publique du Nouveau-Brunswick Rapport annuel 1987



WOMEN'S DIRECTORATE
PROVINCE OF NEW BRUNSWICK

DIRECTION GÉNÉRALE DE LA CONDITION FÉMININE
PROVINCE DU NOUVEAU-BRUNSWICK

THE EMPLOYMENT EQUITY PROGRAM FOR WOMEN

IN THE NEW BRUNSWICK CIVIL SERVICE

1987 ANNUAL REPORT

Women's Directorate
Province of New Brunswick

April, 1988

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Progress to December 31, 1987

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PREFACE

The Women's Directorate is responsible for initiating and developing Government policies and programs which enhance the social, economic and legal status of women in New Brunswick, as well as for initiating, developing and reviewing policies with respect to the employment and advancement of women in the Civil Service. This includes the preparation of an annual report on the Employment Equity Program in the Civil Service. *

This is the second annual report on the Employment Equity Program for women in the Civil Service. It reviews the calendar year January 1, 1987 to December 31, 1987 and focuses on the changes in the areas where women's representation is low.

For the purposes of the Employment Equity Program the Civil Service has been defined as those Departments and Agencies which have more than twenty employees and are enumerated in Regulation 87-725 under the Civil Service Act, S.N.B. 1984, c. C-5.1, the Designation of Certain Portions of the Civil Service Regulation - Civil Service Act. The following Departments, Commissions and Agencies fall within the definition of the Civil Service for the purposes of the Employment Equity Program: Advanced Education and Training; Agriculture; Alcoholism and Drug Dependency Commission; Board of Management; Cabinet Secretariat; Health and Community Services; Income Assistance; Justice; Labour; Municipal Affairs and Environment; Occupational Health and Safety Commission; Office of the Comptroller; Natural Resources and Energy; Supply and Services; Tourism, Recreation and Heritage; and Transportation.

Occupational profiles and comments on progress are provided on each of these departments and agencies.

* See Appendix A for an outline of responsibilities with respect to this Program.

ACKNOWLEDGEMENTS

The Women's Directorate wishes to thank all Deputy Heads and staff for their cooperation in the preparation of this report. The Women's Directorate particularly wishes to acknowledge the assistance and support provided by the Staffing Services Branch of Board of Management.

EMPLOYMENT EQUITY IN THE NEW BRUNSWICK CIVIL SERVICE

I OVERVIEW

Significant change did not occur in the overall occupational status of women in the Civil Service in 1987. To some extent this may be a reflection of the restrained employment climate of 1987.

The following summary suggests some of the major trends in permanent employment as well as areas where accelerated efforts are required to ensure on-going progress.

II MAJOR TRENDS OVER THE PAST YEAR

- Although there has been no net growth in the Civil Service, the Administrative Category is one area of noticeable expansion, reflecting among other things a redistribution of employees within the Civil Service and a greater emphasis on human resources management. The percentage of all women in the Civil Service employed in this category grew by 1.5%, while the percentage of all men increased by 2%.

- A study of senior management resulted in the reclassification of several women into the new Senior Executive Officer series.

- Women are generally underrepresented at the senior levels of most administrative and managerial positions. However, there has been a steady increase of women into entry and middle level positions.

- Although the overall numbers of both women and men decreased in the Scientific and Professional Category, women's representation increased slightly. Net gains in the number of women occurred in both male-dominated and gender-mixed groups. However, women's representation remains below 20% in six of the 12 occupational groups, and below 10% in three of these groups.

- Women's representation increased in the under-represented Technical Category due to a slight increase in the number of women in the one gender-mixed group and in the four male-dominated occupational groups. The number of men in this category decreased. Despite these gains women's overall representation remains less than 7%.

III TRADITIONAL OCCUPATIONAL PATTERNS

- Of the more than 1,700 employees in the General Labour and Trades Group of the Operational Category, fewer than 10 are women.

- Despite the efforts of some departments to increase the number of women in this group the overall representation of women remains unchanged. Before significant changes are apparent in this group the number of women being encouraged to apply and being hired will have to increase drastically.

- There were two breakthroughs in the General Labour and Trades Group, namely, the hiring of the first female Forest Warden and the first female Utility Operator.

- Of the 2411 employees in the Administrative Support Category, 2010 are women (83.4%). Over half of all female civil servants (57.6%) are in this category, a decline of .1% since 1986.

IV WAGE GAP

- Over the past year the wage gap between the average annual salaries of women and men increased .1%.

- The wage gap increased in 15 out of 20 departments over the past year.

- Although there has been a 3.4% increase in the number of women earning $30,000 and over, the number of men earning above this level increased by 4.7%.

V. HIGHLIGHTS OF ACTIVITIES

Throughout 1987 the Women's Directorate continued initiatives and activities to create and maintain a climate of awareness with respect to women's issues generally and Employment Equity in particular. These included:

- Employment Equity workshops in Fredericton, Saint John, Moncton and Bathurst to heighten public awareness and increase understanding of Employment Equity;
- ACTION, an Employment Equity Newsletter which features profiles of government departments, highlights Employment Equity achievements, and includes articles on employment of general interest to women;
- a registry of women in non-traditional occupations in the Civil Service to be available to school guidance counsellors and women's groups;
- IMAGES: a conference on sex-role stereotyping;
- resource assistance provided to enhance departmental strategies;
- distribution of Fact Sheets on a variety of topics focusing on women;
- a noon-hour French and English Speakers Series in Fredericton featuring topics of particular interest to women.

GOVERNMENT WIDE PROGRESS BETWEEN JANUARY 1, 1987 AND DECEMBER 31, 1987

Although women's overall share of employment in the Civil Service did not change significantly in 1987, some achievements have been made in the occupational status of women. These include accomplishments in the following areas:

VI REPRESENTATION

- Women's share of employment in the Civil Service increased in the Scientific and Professional Category, the Technical Category, and the Administrative Category. This change in distribution is not always reflected by an overall increase in numbers of women.

- There has been a slight increase in women's representation in the Scientific and Professional Category although the overall numbers of both women and men decreased.

- There has been a 1.5% increase in the overall number of female civil servants employed in the Administrative Category. The total number and representation of women increased in the following underrepresented classifications:

  - Senior Executive Officer* (increase of 11 women) Women's representation increased from 3.7% to 8%.
  - Executive Officer (increase of 5 women)
  - Accounting Officer (increase of 4 women)
  - Treasury Officer (increase of 4 women)
  - Community Health Services Regional Director (a new classification with 2 women and 8 men)
  - Financial Services Officer (increase of 2 women)
  - Treasury Board Advisor (increase of 2 women)
  - District Financial Liaison Officer (increase of 1 woman)

* Formerly called Senior Management

- Income Assistance Regional Director (increase of 1 woman)

- Provincial Tax Auditor (increase of 1 woman)

- The total number of women and their level of representation increased in the Technical Category due in part to an increase of one woman in each of the following classifications where women's representation is extremely low:

  - Agricultural Technician

  - Cartographic Technician

  - Engineering Technician

  - Occupational Health and Safety Officer

- The number of women and their level of representation increased in these underrepresented occupational groups:

  Engineering, Land Surveying, and Architecture
  Agriculture
  Drafting and Graphic Arts
  Engineering and Field
  Resource Services
  Technical Inspection
  Highway Patrol
  Administrative Services

- Women were hired for the first time in classifications such as:

  - Architect

  - Community Residential Centre Director

  - District Financial Liaison Officer

  - Forest Warden

  - Occupational Health and Safety Officer

  - Utility Operator

VII DEVELOPMENTAL OPPORTUNITIES*

- Some departments offered developmental opportunties to women, such as acting positions, secondments, committee work and other special assignments.

- Board of Management introduced a program of Professional Development for Administrative Support Staff in Part One of the Public Service and the first few training positions were established under this program.

VIII EMPLOYMENT POLICIES AND PRACTICES

- As a result of the recommendations contained in the Women's Directorate's background report,** a committee was established to study the recommendations on personnel policies for non-bargaining employees pertaining to leaves of absence with and without pay. The committee was chaired by the Board of Management, with representation from the Women's Directorate and other departments.

  Policies which enhance family benefits for non-bargaining employees and are of particular benefit to women were approved and announced by the Board of Management. They included:

  - Maternity leave is provided for up to five months and may be taken at or around the time of the birth of the baby. Service credits will continue to accrue for retirement allowance and vacation calculation purposes during the maternity leave period.

  - Women on maternity leave may request an additional seven months leave without pay.

* Training has not been highlighted since most training opportunities offered to women were not as a result of Employment Equity efforts to enhance women's opportunities for advancement, but were part of on-going in-service training available to all employees.

** Affirmative Action in the New Brunswick Civil Service: A Strategy for Change, May 1986.

- The maternity leave policy permits the use of sick leave prior to the start of the leave with an appropriate medical certificate. Previously, an employee was unable to use sick leave for pregnancy-related illness unless hospitalized.

- Maternity benefits include cost-shared group life insurance and Blue Cross medical insurance. Arrangements may be made to continue to participate in these plans if an extended period of leave without pay is requested. However, employees on leave without pay do not accumulate vacation or sick leave credits.

- Employees adopting a child are eligible for a 17 week adoption leave which may be taken by either the mother or father. Additional leave without pay is available on the authority of tne Deputy Minister for a period of up to 12 months, including the adoption leave.

- Employees, upon approval of their Deputy Head, may be granted leave without pay for periods of up to twelve months. Employees taking leave without pay may resume their position at the same classification and salary level.

- Non-bargaining employees are eligible for limited paid emergency leave, including three days per year paid leave for the immediate and temporary care of a dependent family member. An additional two days leave may be taken but will be deducted from the employee's sick leave credits.

- One day's paid paternity leave is available which may be taken in two half-day periods.

- A committee was established to explore options for establishing a work-related government childcare facility. The committee was chaired by the Women's Directorate with representation from the Department of Health and Community Services and the Department of Supply and Services.

- A Committee on the Elimination of Sex-role Stereotyping in Government Communications, chaired by the Women's Directorate with representaton from Board of Management and the Department of Supply and Services, undertook policy development.

- The Government announced that pay equity would be implemented in Part One of the New Brunswick Public Service.

IX GOVERNMENT WIDE COMPETITIONS 1987 (January 1, 1987 to DECEMBER 31, 1987)

- In the Scientific and Professional Category the majority of competitive appointments of women were in traditionally female or gender-mixed occupational groups.
  - Two-thirds (66.6%) of all women appointed in this category were in the Nursing or Rehabilitation and Therapy groups.
  - 13.0% of all women appointed in this category were in underrepresented occupational groups or classifications, including the following groups: Field and Laboratory; Education Non-Instructional; Engineering, Land Surveying and Architecture; and Agriculture.
  - Of the total number of competitive appointments, 52.2% went to women.
- Of all competitive appointments in the Technical Category, 16.0% went to women. The majority of women appointed to this category, 58.3%, were in underrepresented groups, namely, Drafting and Graphic Arts, Engineering and Field, Resource Services, and Technical Inspection.
- 40.6% of competitive appointments in the Administrative Category went to women.
- 6.5% of competitive appointments in the Operational Category went to women, including three appointments in the predominantly male occupational group, General Labour and Trades.

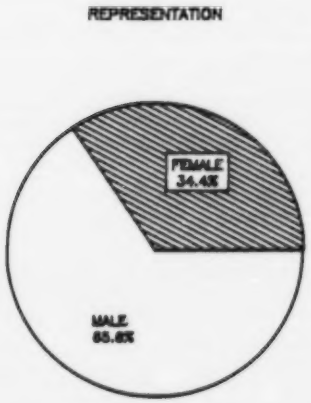
PROFILE OF DEPARTMENTS

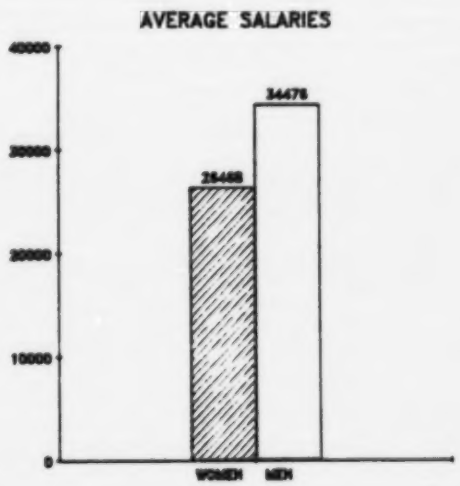
This profile of departments presents the occupational status of women and men as of December 31, 1987. For comparative purposes 1986 statistics are included in brackets to provide a quantitative measure of the overall shifts in employment patterns.

With the implementation of their Action Plans, departments have made efforts to increase women's representation in underrepresented classifications and at senior levels of responsibility. A number of strategies for the recruitment, training and promotion of women were developed to facilitate Employment Equity objectives.

Departmental achievements are highlighted in the comment sections. Those sections note progress and/or changes in the recruitment, promotion or training of women in areas where their representation is low, rather than in traditionally female areas. Based on an analysis of departmental statistics, as well as on consultation with departmental representatives, the comments on progress are intended to summarize changes in the employment status of women. They are not exhaustive.

Department of Advanced Education and Training
(Brackets indicate 1986 statistics)





Total Employees - 1045 (965)
Women - 359 (315)
Men - 686 (650)

Women's earnings equal 79.8% (79.0%) of men's

1987 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	500 (475)	189 (165)	27.4 (25.8)
Technical	3 (3)	0 (0)	00.0 (00.0)
Administrative	29 (26)	10 (7)	25.6 (21.2)
Administrative Support	12 (8)	143 (121)	92.3 (93.8)
Operational	18 (108)	15 (17)	11.3 (13.6)
Others	24 (30)	2 (4)	7.7 (11.8)

Comments on Progress

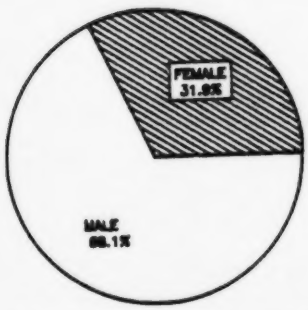
Women's overall representation increased 2.2% and women were hired in a number of targetted classifications. In the Scientific and Professional Category two women were appointed at senior levels of the Research and Planning Officer series, three women were appointed as Instructors of Technology and four women were appointed as Instructors. Several women were hired as Education Officers increasing women's representation in this class to almost 18%. One of these women was hired as a dean, a senior management position. In the Administrative Category the first woman was hired as a Personnel Officer and two women were hired as Computer Programs Analysts.

Over 225 women participated in training activities including management and supervisory courses and career development workshops. Two senior administrative support staff benefitted from developmental assignments at central office.

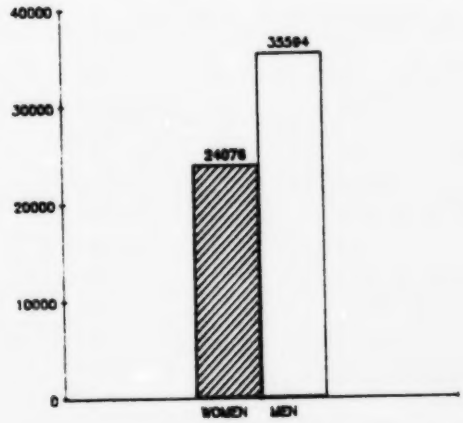
The Department promoted awareness of Employment Equity objectives through in-house information sessions.

Department of Agriculture
(Brackets indicate 1986 statistics)

REPRESENTATION



AVERAGE SALARIES



Total Employees - 313 (299)
Women - 100 (89)
Men - 213 (210)

Women's earnings equal 67.6% (68.0%) of men's

1987 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	122 (117)	12 (12)	9.0 (9.3)
Technical	38 (42)	13 (9)	25.5 (17.6)
Administrative	22 (18)	2 (1)	8.3 (5.3)
Administrative Support	4 (4)	64 (59)	94.1 (93.7)
Operational	24 (22)	6 (5)	20.0 (18.5)
Others	3 (6)	3 (3)	50.0 (33.3)

Comments on Progress

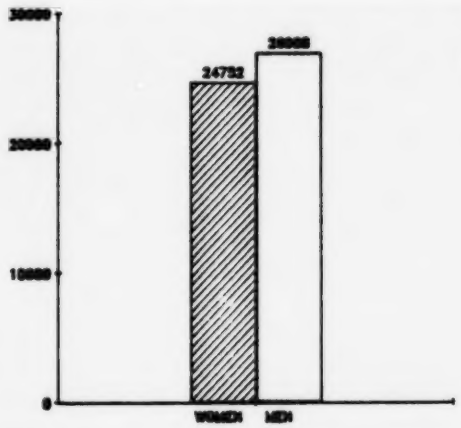
Women's overall representation increased 2.1% and a number of Employment Equity objectives were met. In the Scientific and Professional Category two women were hired in the Agriculturist class, one as a Poultry Specialist and the other as a Grain Industry Officer. In the Technical Category a woman was hired as an Agricultural Technician in the area of dairy inspections. Two women hired in the Agricultural Laboratory Technologist series were assigned to the Veterinary Laboratory and one to the Plant Propogation Centre.

In the Administrative Category the Department hired its first female Executive Officer as Manager of Human Resources. Women have benefitted from short-term acting positions and one woman has been seconded to a central agency on a special assignment.

Alcoholism and Drug Dependency Commission
(Brackets indicate 1986 Statistics)

REPRESENTATION

AVERAGE SALARIES



Total Employees - 186 (174)
Women - 100 (92)
Men - 86 (82)

Women's earnings equal 91.7% (95.1%) of men's

1987 Representation by Occupational Category

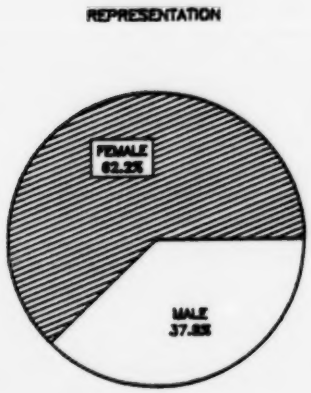
Occupational Category	# Men	# Women	% Women
Scientific & Professional	20 (18)	62 (56)	75.6 (75.7)
Administrative	17 (14)	2 (2)	10.5 (12.5)
Administrative Support	1 (1)	23 (21)	95.8 (95.5)
Operational	47 (48)	12 (12)	20.3 (20.0)
Others	1 (1)	1 (1)	50.0 (50.0)

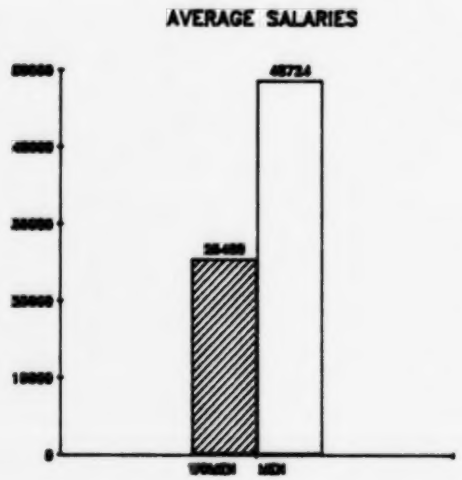
Comments on Progress

Women's overall representation increased by .9% although women were not appointed in any targetted classifications. The Commission has continued efforts to increase awareness about Employment Equity objectives including presentations to the senior management team, discussions with Regional Coordinators, and a presentation to and survey of all female support staff regarding career progression and workshop topics. Prior to recruitment, selection committees are briefed on Employment Equity objectives.

Women participated on a number of task forces, including a Head Nurse Committee which provides nurses with a coordinated input to senior management. Employees have begun to identify work-related personal goals through a work plan and review system.

Board of Management
(Brackets indicate 1986 statistics)





Total Employees - 111 (103)
Women - 69 (59)
Men - 42 (44)

Women's earnings equal 52.2% (55.0%) of men's

1987 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	2 (3)	3 (4)	60.0 (57.1)
Administrative	37 (36)	16 (14)	30.2 (28.0)
Administrative Support	1 (2)	43 (38)	97.7 (95.0)
Others	2 (2)	7 (3)	77.8 (60.0)

Comments on Progress

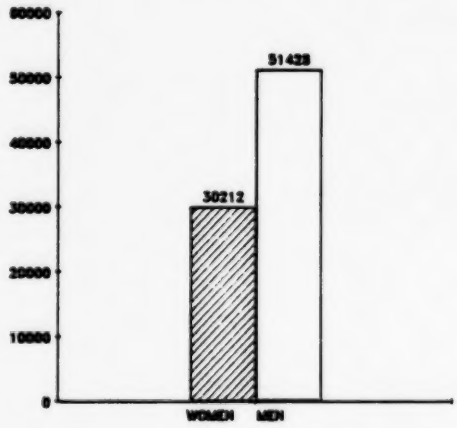
Women's overall representation increased by 4.9% due in part to an increase in the Administrative Support Category. In the Administrative Category the number of female Treasury Board Advisors increased by two. One woman entered this class through a lateral transfer and the other was reclassified from a senior support staff position as the result of enhanced responsibilities. Another senior support staff whose responsibilities were increased became an Accounting Officer.

Several women in the Department have been placed on Productivity Improvement Program committees. A number of women were appointed to acting positions to replace senior management on a short-term basis. The Department is developing a Human Resource Management Plan to assist employees in identifying their career aspirations. All staff were informed of the Department's Employment Equity objectives by memorandum.

Cabinet Secretariat
(Brackets indicate 1986 statistics)

REPRESENTATION

AVERAGE SALARIES



Total Employees - 39 (36)
Women - 19 (19)
Men - 20 (17)

Women's earnings equal 58.7% (58.6%) of men's

1987 Representation by Occupational Category

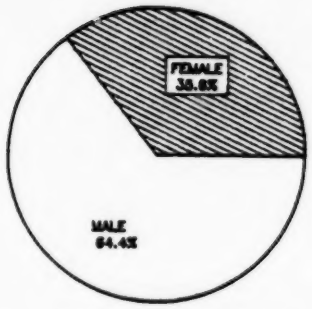
Occupational Category	# Men	# Women	% Women
Scientific & Professional	7 (9)	8 (8)	53.3 (47.1)
Administrative	8 (4)	1 (1)	11.1 (20.0)
Administrative Support	0 (0)	6 (6)	100.1 (100.0)
Others	5 (4)	4 (4)	44.4 (50.0)

Comments on Progress

Cabinet Secretariat continued to offer developmental training opportunities to female staff. One woman in the Scientific and Professional Category was seconded to a another department for a year on a developmental assignment.

Department of Commerce and Technology
(Brackets indicate 1986 statistics)

REPRESENTATION



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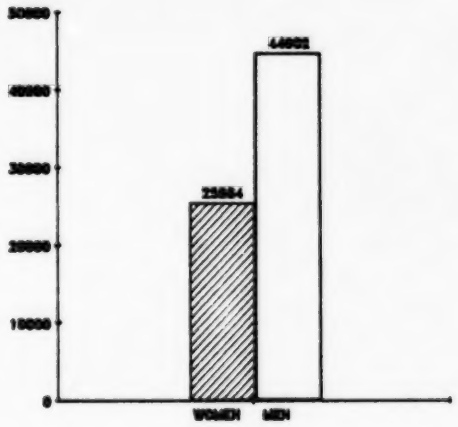


Total Employees - 104 (111)
Women - 37 (40)
Men - 67 (71)

Women's earnings equal 57.0% (57.4%) of men's

1987 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	55 (62)	7 (7)	11.3 (10.1)
Administrative	11 (4)	4 (3)	26.7 (42.9)
Administrative Support	0 (0)	24 (24)	100.0(100.0)
Others	1 (4)	2 (6)	66.7(60.0)

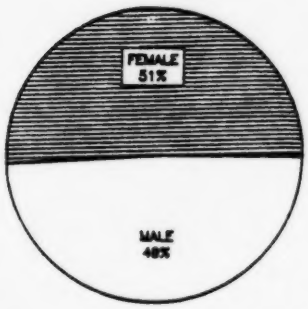
Comments on Progress

One woman was promoted to the Senior Executive Officer series, becoming the first woman in a senior managerial position in the Department, as a result of a government wide reclassification study. Four women acted on a short-term basis at the Senior Executive Officer level.

The Department's Scientific and Professional Category is comprised almost exclusively of Industrial Development Officers. One woman was appointed on a permanent basis to this series, increasing women's representation to 9.8%, and two women worked as Industrial Development Officers on a personal service contract. Through on-going efforts to encourage and offer training support to female entrepreneurs, the Department expects to increase over the long-term the pool of women qualified to enter this specialized series.

Department of Education
(Brackets indicate 1986 statistics)

REPRESENTATION



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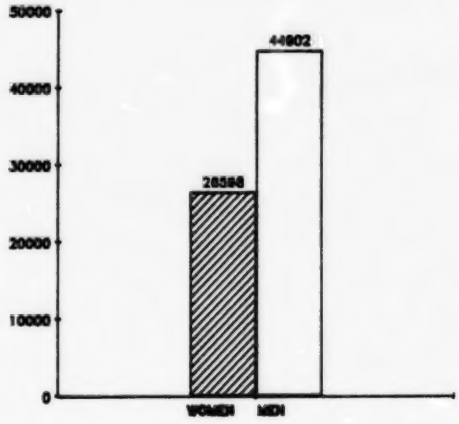


Total Employees - 155 (151)
Women - 79 (76)
Men - 76 (75)

Women's earnings equal 59.2% (60.7%) of men's

1987 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	28 (33)	15 (19)	34.9 (36.5)
Technical	2 (2)	0 (0)	00.0 (00.0)
Administrative	37 (31)	9 (4)	19.6 (11.4)
Administrative Support	5 (3)	54 (50)	91.5 (94.3)
Operational	2 (2)	0 (0)	00.0 (00.0
Others	2 (3)	1 (3)	33.3 (50.0)

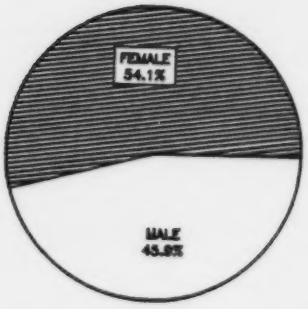
Comments on Progress

In the Administrative Category, one woman joined the Senior Executive Officer series, becoming the Department's second woman in a senior managerial position and raising women's representation in the series to 12.5%. The first women were appointed to the District Financial Liaison Officer and Accounting Officer series. One woman benefitted from a developmental transfer, becoming Assistant Director of Planning and Management Services. The Department provided opportunities for professional development in non-traditional areas such as management to nineteen women. Awareness building with respect to Employment Equity continued at the senior management level.

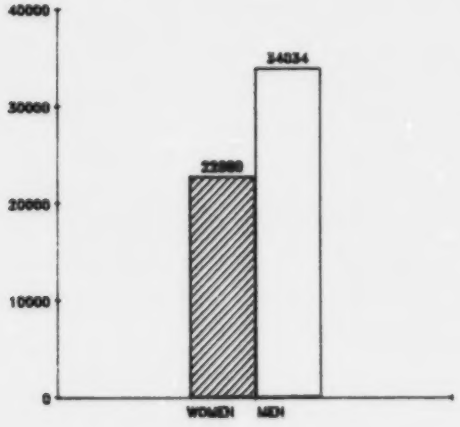
The Department also undertook a number of Employment-Equity-related activities in the school system, including the preparation of a booklet on women in non-traditional careers, an affirmative action brochure and a plan of action to ensure equity in the school system.

Department of Finance
(Brackets indicate 1986 statistics)

REPRESENTATION



AVERAGE SALARIES



Total Employees - 257 (255)
Women - 139 (132)
Men - 118 (123)

Women's earnings equal 67.2% (68.9%) of men's

1987 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	7 (6)	3 (3)	30.0 (33.3)
Administrative	82 (82)	11 (9)	11.8 (9.9)
Administrative Support	28 (32)	123 (119)	81.5 (78.8)
Others	1 (2)	2 (1)	66.7 (33.3)

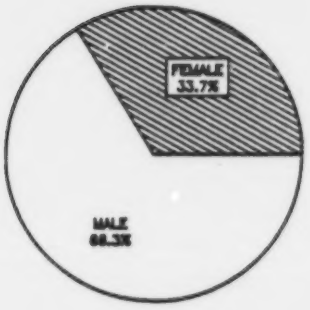
Comments on Progress

Women's overall representation increased 2.3% and women were appointed in a number of targetted classifications. In the Administrative Category two female Provincial Tax Auditors were appointed and two women at entry level moved through this flexible series to level II. One woman was appointed in the underrepresented Executive Officer series.

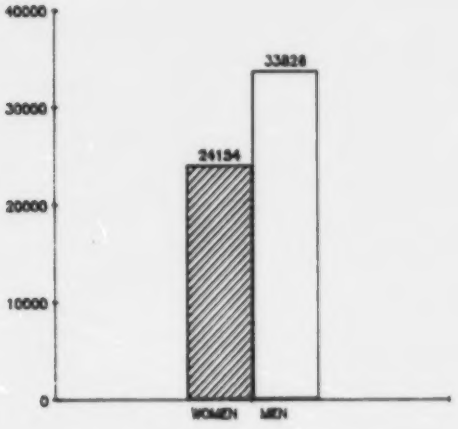
A number of women in the Administrative Support Category gained additional experience through acting positions. Five women participated in supervisory or management courses. In order to heighten awareness regarding Employment Equity objectives, the Department contacted New Brunswick universities regarding recruitment in the Tax Auditors series. Female applicants were encouraged to apply.

Department of Fisheries
(Brackets indicate 1986 statistics)

REPRESENTATION



AVERAGE SALARIES



Total Employees - 101 (101)
Women - 34 (36)
Men - 67 (65)

Women's earnings equal 71.4% (68.4%) of men's

1987 Representation by Occupational Category

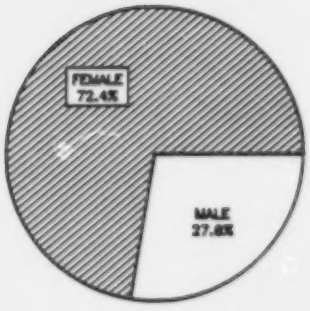
Occupational Category	# Men	# Women	% Women
Scientific & Professional	26 (25)	6 (7)	18.8 (21.9)
Technical	17 (14)	0 (0)	00.0 (00.0)
Administrative	11 (11)	2 (2)	15.4 (15.4)
Administrative Support	3 (4)	25 (25)	89.3 (86.2)
Operational	8 (8)	0 (0)	00.0 (00.0)
Others	2 (2)	1 (2)	33.3 (50.0)

Comments on Progress

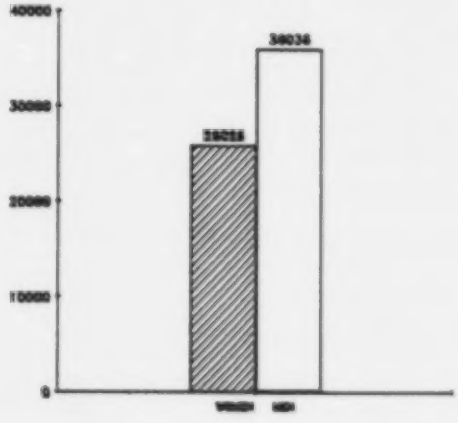
In the Scientific and Professional Category, one woman was promoted to a senior level in the Research and Planning Officer series, which has a female representation of 16.7%. One woman continued in an acting position as a Fisheries Loans Officer. No women are currently represented in this series. Two women received management-related training and two women in the Administrative Support Category received development to move into occupational series with greater scope for advancement.

Department of Health & Community Services
(Brackets indicate 1986 statistics)

REPRESENTATION



AVERAGE SALARIES



Total Employees -1204 (1135)
Women - 872 (820)
Men - 332 (315)

Women's earnings equal 72.2% (74.3%) of men's

1987 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	204 (208)	470 (463)	69.7 (69.0)
Technical	33 (32)	2 (2)	5.7 (5.9)
Administrative	61 (51)	48 (41)	44.0 (44.6)
Administrative Support	11 (9)	258 (251)	95.9 (96.5)
Operational	22 (15)	87 (57)	79.8 (79.2)
Others	1 (0)	7 (5)	87.5 (100.0)

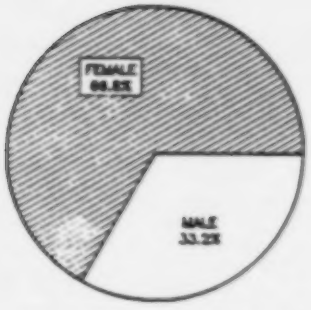
Comments on Progress

In the Administrative Category, two women became Financial Services Officers. One of these women entered this series from the Administrative Support Category. Two women were hired in the new classification, Community Health Services Regional Director, establishing women's representation at 20.0% in this series. One woman in administrative support became a Personnel Officer following developmental assignments. In the Scientific and Professional Category, the number of women in the targetted Social Work III classification increased by five. This classification involves advanced supervisory work.

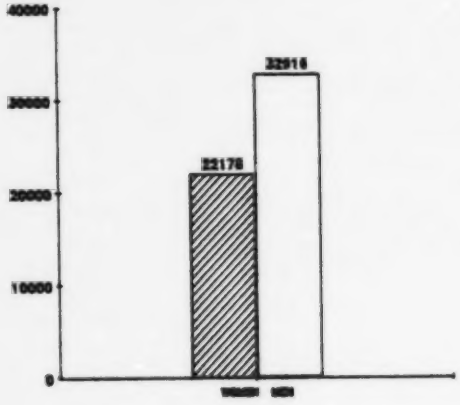
Departmental representatives took part in high school career days and encouraged female students to consider careers in high demand professions such as public health inspection and medicine with a public health specialty. Sixty-four women took part in a three-day management course on the Department's new performance appraisal system.

Department of Income Assistance
(Brackets indicate 1986 statistics)

REPRESENTATION



AVERAGE SALARIES



Total Employees - 349 (341)
Women - 233 (223)
Men - 116 (118)

Women's earnings equal 67.4% (69.4%) of men's

1987 Representation by Occupational Category

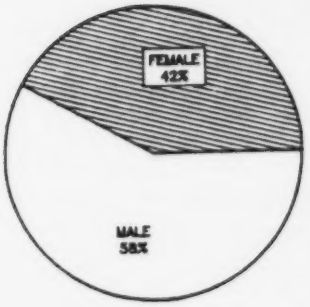
Occupational Category	# Men	# Women	% Women
Scientific & Professional	74 (73)	25 (30)	25.3 (29.1)
Administrative	29 (29)	13 (10)	31.0 (25.6)
Administrative Support	12 (12)	191 (180)	94.1 (93.8)
Operational	0 (2)	0 (0)	0 (00.0)
Others	1 (1)	4 (3)	80.0 (75.0)

Comments on Progress

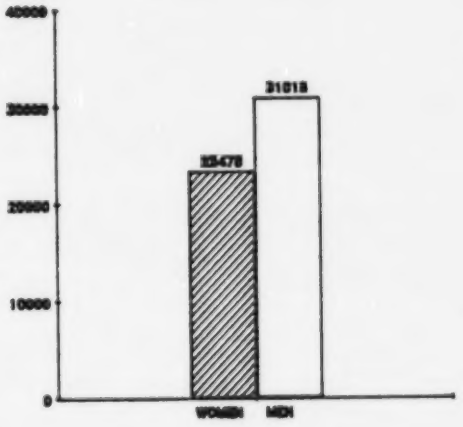
In the Administrative Category, the Department appointed its first female Accounting Officer. As a result of a reclassification study, the first two women entered the Senior Executive Officer series. One woman was appointed to the Income Assistance Regional Director series, increasing women's representation from 7.7% to 18.2%. Fourteen women held short- and long-term acting positions at various classification levels such as Social Work Administrator. Administrative support staff benefitted from developmental assignments on provincial committees as part of the Productivity Improvement Program.

Department of Justice
(Brackets indicate 1986 statistics)

REPRESENTATION



AVERAGE SALARIES



Total Employees - 1021 (1003)
Women - 429 (410)
Men - 592 (593)

Women's earnings equal 75.7% (72.4%) of men's

1987 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional*	49 (65)	33 (34)	40.2 (34.3)
Technical	1 (1)	0 (0)	00.0 (00.0)
Administrative	87 (59)	15 (9)	14.7 (13.2)
Administrative Support	157 (144)	311 (300)	66.5 (67.6)
Operational	234 (236)	31 (29)	11.7 (10.9)
Others	64 (87)	39 (38)	37.9 (30.4)

Comments on Progress

Women were appointed in several targetted classifications. In the Administrative Category two female Executive Officers were appointed, one as an assistant director and the other as a departmental services supervisor. The first woman was appointed to an administrative position in the corrections area as a Community Centre Residential Director. As a result of a management study, a second woman became a Senior Executive Officer.

* A number of traditionally male correctional supervisory classes were reclassified from the Scientific and Professional Category to the Administrative Category.

In the Operational Category the numbers of full-time female Correctional Officers increased by seven. Several women successfully completed the required in-service training at entry level, moving in this flexible series to level II.

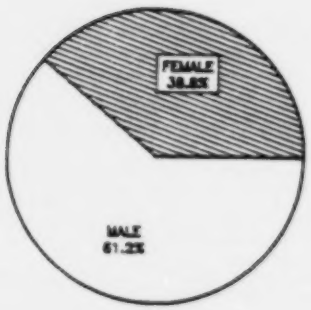
In the Lawyer series three women were appointed in the non-traditional area of prosecutions and a fourth was appointed to assistant director. Two women were appointed in the area of court administration as the Director of Family Court Services and as Court Administrator. One female lawyer was promoted in the area of law reform.

In the Highway Patrol Officer series three female constables were hired. A female Highway Patrol Administrative Officer was selected for a two month special training course in Accident Reconstruction.

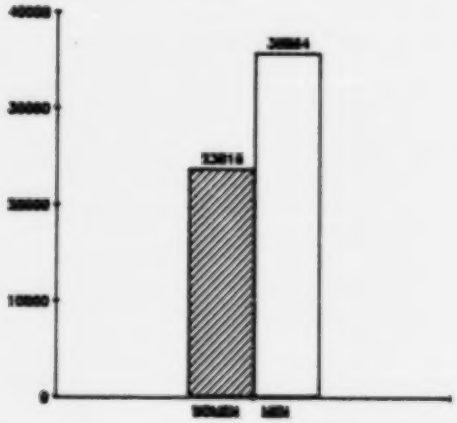
A number of women benefitted from special developmental assignments. One female Correctional Officer was placed in an acting position as a shift supervisor, a second as a social worker and a third as a Probation and Parole Officer for six months and a social worker for six months.

Department of Labour
(Brackets indicate 1986 statistics)

REPRESENTATION



AVERAGE SALARIES



Total Employees - 206 (203)
Women - 80 (78)
Men - 126 (125)

Women's earnings equal 66.4% (71.5%) of men's

1987 Representation by Occupational Category

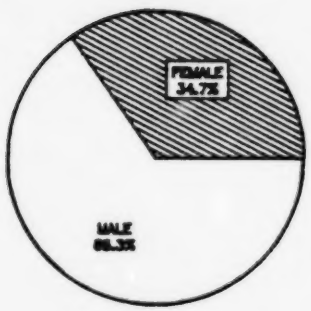
Occupational Category	# Men	# Women	% Women
Scientific & Professional	7 (9)	9 (10)	56.3 (52.6)
Technical	1 (0)	0 (0)	00.0 (00.0)
Administrative	22 (17)	(9)	29.0 (34.6)
Administrative Support	2 (3)	55 (51)	96.5 (94.4)
Others	94 (95)	7 (8)	6.9 (7.8)

Comments on Progress

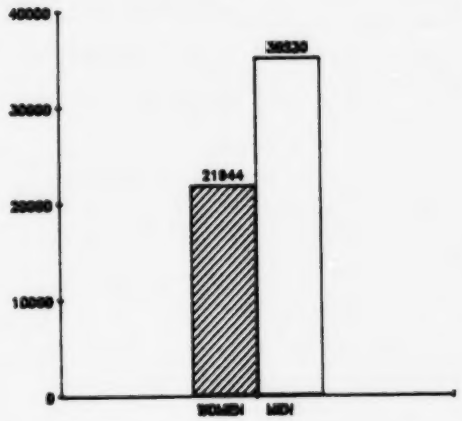
In the Administrative Category, two women held short-term acting positions as Senior Executive Officers. One female director participated in an exchange with another line director for career enhancement. One woman in the Administrative Support Category was seconded to a Human Rights Officer position. The Department supported eleven women for training in areas such as management and supervision. In the interests of job flexibility, the Department created a job-sharing position after receiving a request from the incumbents. An employee was appointed with duties involving monitoring and ensuring the implementation of Employment Equity in the Department.

Department of Municipal Affairs and Environment
(Brackets indicate 1986 statistics)

REPRESENTATION



AVERAGE SALARIES



Total Employees - 343 (350)
Women - 119 (122)
Men - 224 (228)

Women's earnings equal 62.4% (64.3%) of men's

1987 Representation by Occupational Category

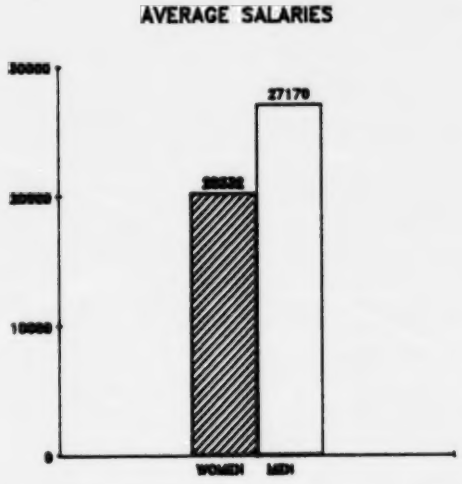
Occupational Category	# Men	# Women	% Women
Scientific & Professional	35 (37)	5 (5)	12.5 (11.9)
Technical	142 (145)	24 (24)	14.5 (14.2)
Administrative	37 (34)	5 (5)	11.9 (12.8)
Administrative Support	2 (2)	82 (83)	97.6 (97.6)
Operational	4 (4)	0 (0)	0 (00.0)
Others	4 (5)	3 (5)	42.9 (50.0)

Comments on Progress

A female engineer was retained on a contract basis for a special assignment involving the development of a solid waste management strategy for the Department. Following this experience she successfully competed for an Engineering position, becoming the Department's only female in the Engineer series.

Two women in administrative support are receiving specialized experience. One, a senior secretary, is acting as an Executive Officer on a long-term basis. The other, a senior Administrative Service Officer, has undertaken developmental assignments and is gaining administrative experience.

Department of Natural Resources and Energy
(Brackets indicate 1986 statistics)



Total Employees - 823 (831)
Women - 158 (156)
Men - 665 (675)

Women's earnings equal 74.8% (77.7%) of men's

1987 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	104 (103)	3 (3)	2.8 (2.8)
Technical	301 (306)	10 (11)	3.2 (3.5)
Administrative	38 (31)	5 (4)	11.6 (11.4)
Administrative Support	14 (12)	136 (127)	90.7 (91.4)
Operational	204 (204)	2 (1)	1.0 (00.5)
Others	4 (18)	2 (10)	33.3 (35.7)

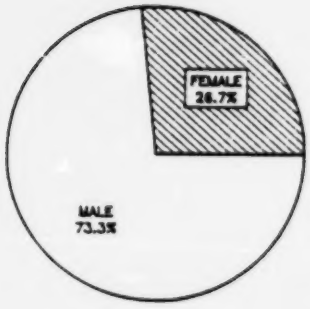
Comments on Progress

In the Operational Category the Department hired its first permanent female Forest Warden. In the Technical Category, one woman was promoted from the entry level to level II of the Cartographic Technician series and one woman advanced to level II in the targetted Engineering Technician series.

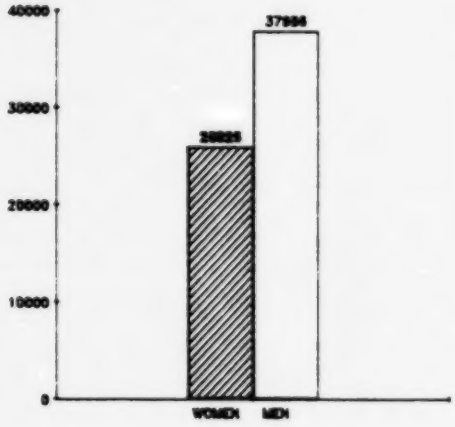
Eleven women held personal service contracts; all were in classifications where female representation is low within the Department. This work-related experience will be beneficial to those women seeking permanent work with the Department. Two of the five team leaders and seven of the 21 team members of the Productivity Improvement Program were women.

Occupational Health and Safety Commission
(Brackets indicate 1986 statistics)

REPRESENTATION



AVERAGE SALARIES



Total Employees - 45 (45)
Women - 12 (9)
Men - 33 (36)

Women's earnings equal 68.5% (71.9%) of men's.

1987 Representation by Occupational Category

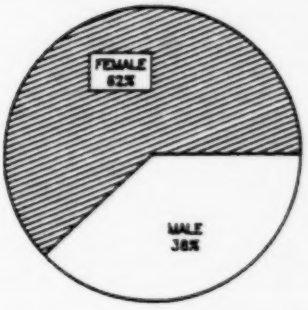
Occupational Category	# Men	# Women	% Women
Scientific & Professional	0 (0)	2 (2)	100.0 (100.0)
Technical	25 (27)	1 (0)	3.8 (00.0)
Administrative	4 (4)	3 (3)	42.9 (42.9)
Administrative Support	1 (1)	5 (3)	83.3 (75.0)
Operational	(0)	(0)	(00.0)
Others	3 (4)	1 (1)	25.0 (20.0)

Comments on Progress

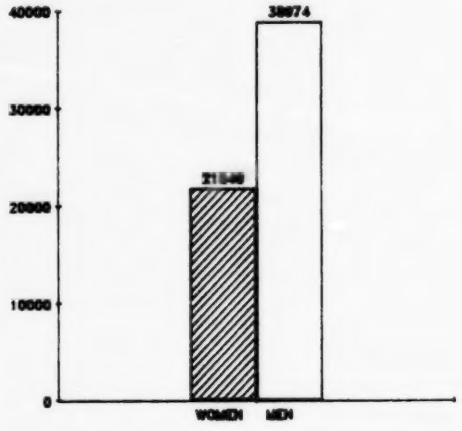
In the Technical Category, the Department hired its first female Occupational Health and Safety Officer. One woman from the Commission attended the occupational health and safety summer program at the University College of Cape Breton. Support staff received upgrading in areas such as computer literacy. A female student completing an occupational hygienist program did her internship with the Department.

Office of the Comptroller
(Brackets indicate 1986 statistics)

REPRESENTATION



AVERAGE SALARIES



Total Employees - 92 (89)
Women - 57 (52)
Men - 35 (37)

Women's earnings equal 56.0% (58.8%) of men's

1987 Representation By Occupational Category

Occupational Category	# Men	# Women	% Women
Administrative	29 (30)	7 (4)	19.4 (11.8)
Administrative Support	5 (6)	49 (47)	90.7 (88.7)
Others	1 (1)	1 (1)	50.0 (50.0)

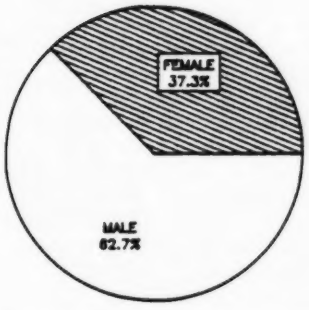
Comments on Progress

Women's overall representation increased 3.5% and the number of women in the targetted Treasury Officer series increased by three. As a result, women's representation in the Administrative Category increased from 11.8% to 19.4%. Recruitment into entry level positions in this series was facilitated by sending a profile of the Office to New Brunswick universities, including a statement of Employment Equity commitment.

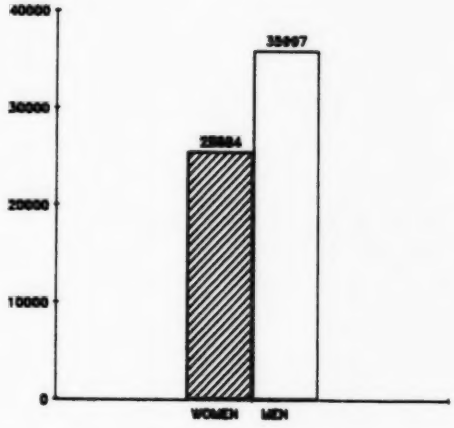
Four women in the Treasury Officer series were seconded to a central agency. Three of the eight departmental team leaders selected for the Productivity Improvement Program were women.

Department of Supply and Services
(Brackets indicate 1986 statistics)

REPRESENTATION



AVERAGE SALARIES



Total Employees - 503 (473)
Women - 188 (173)
Men - 315 (300)

Women's earnings equal 71.1% (76.4%) of men's

1987 Representation By Occupational Category

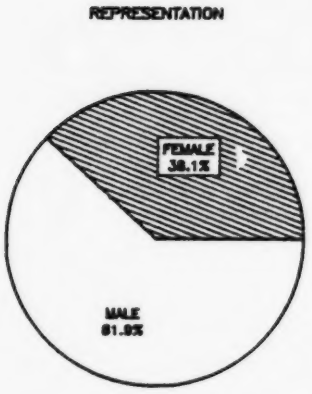
Occupational Category	# Men	# Women	% Women
Scientific & Professional	18 (13)	3 (1)	14.2 (7.1)
Technical	37 (31)	0 (0)	00.0 (00.0)
Administrative	126 (110)	60 (55)	32.3 (33.3)
Administrative Support	42 (45)	117 (110)	73.5 (71.0)
Operational	91 (98)	6 (6)	6.2 (5.8)
Others	1 (2)	2 (1)	66.6 (33.3)

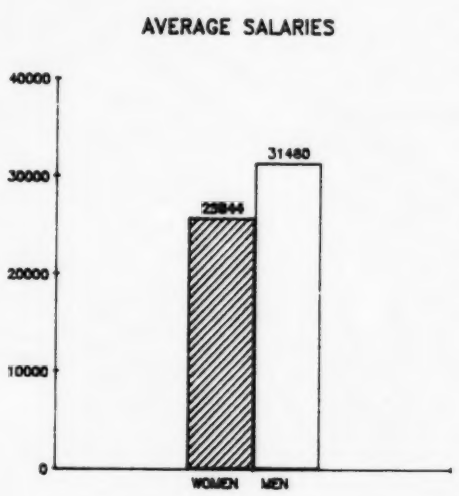
Comments on Progress

Women were recruited or promoted in a number of targetted classifications. In the Scientific and Professional Category the first two female Architects were hired and in the Technical Category the first female Engineering Technician was placed.

In the Administrative Category the first two women became Senior Executive Officers, one as the Manager of Technical Support, and the other as Executive Director of Finance and Administration. Eight women were promoted in the computer programs area. With the creation of a new human resource branch, two senior female support staff assumed the duties of Personnel Officers. Several senior women in the Department participated in management training.

Department of Tourism, Recreation and Heritage
(Brackets indicate 1986 statistics)





Total Employees - 310 (306)
Women - 118 (116)
Men - 192 (190)

Women's earnings equal 82.1% (80.5%) of men's.

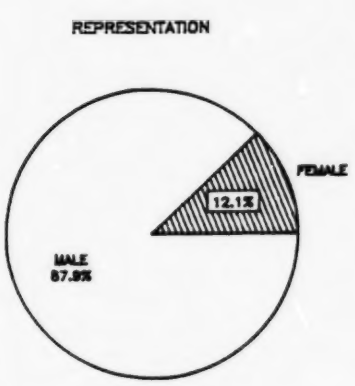
1987 Representation by Occupational Category

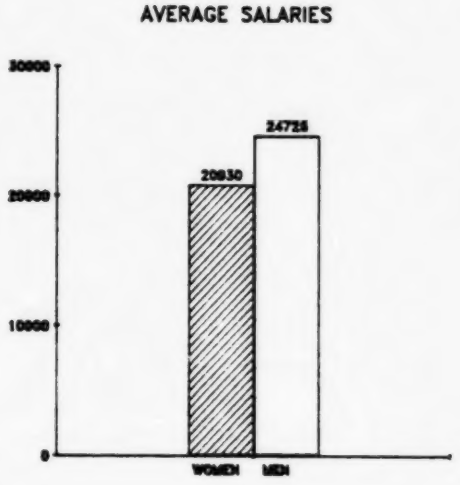
Occupational Category	# Men	# Women	% Women
Scientific & Professional	52 (55)	22 (19)	29.7 (25.7)
Technical	33 (32)	0 (0)	00.0 (00.0)
Administrative	36 (31)	19 (18)	34.5 (36.7)
Administrative Support	9 (9)	71 (72)	88.8 (88.9)
Operational	61 (61)	1 (2)	1.6 (3.2)
Others	1 (1)	5 (5)	83.3 (83.3)

Comments on Progress

In the Scientific and Professional Category, the Department hired its first female in the targetted Resource Planner classification as a landscape architect and appointed a woman at a senior level in the targetted Historical Resources Specialist classification as Director of Historical Sites. One woman worked as an Industrial Development Officer on a personal service contract. A woman became a Recreation and Culture Program Officer at a senior level. In the Administrative Category, the first woman entered the Senior Executive Officer series as result of a reclassification study. One woman took a senior level management course. Awareness work on Employment Equity continued at the managerial level.

Department of Transportation
(Brackets indicate 1986 statistics)





Total Employees - 2,064 (2,073)
Women - 250 (238)
Men - 1,814 (1,835)

Women's earnings equal 84.6% (81.5%) of men's

1987 Representation by Occupational Category

Occupational Category	# Men	# Women	% Women
Scientific & Professional	77 (93)	7 (8)	8.3 (7.9)
Technical	210 (218)	12 (9)	5.4 (4.0)
Administrative	69 (53)	12 (9)	14.8 (14.5)
Administrative Support	91 (94)	214 (207)	70.2 (68.8)
Operational	1366 (1371)	3 (3)	0.2 (0.2)
Others	1 (5)	2 (2)	66.7 (28.6)

Comments on Progress

The Department surveyed all its female employees to determine their interest in non-traditional occupations. Three women from the Administrative Support Category were placed in training positions as Utility Operator, Personnel Officer and Commercial Vehicle Enforcement Officer after identifying their interests in these areas. As a result, the Department hired its first permanent female Utility Operator. In the Technical Category, women were hired as an Engineering Technician and an Appraiser.

In the Scientific and Professional Category, the Department hired a female Abstractor. In the Administrative Category the Department appointed its first female Senior Executive Officer

as a result of a reclassification study, and its third female Executive Officer, raising women's representation in these series to 3.4% and 11.5% respectively. One woman undertook a long-term acting position as Director of the Communications and Policy Branch.

The Department developed a poster to encourage women to consider and apply for non-traditional occupations within the Department. Distributed province-wide, the poster generated a very good response from women.

STATISTICAL REPORTS AND TABLES

A. Government Wide

B. By Department

The statistics in these tables are based on the calendar year and include those employees in the Civil Service on the regular payroll as reported by the departments to the Office of the Comptroller.

GOVERNMENT WIDE

TABLE 1

NUMBER OF PERMANENT EMPLOYEES IN THE
NEW BRUNSWICK CIVIL SERVICE
DECEMBER 1980 TO DECEMBER 1987

Year	# Male	# Female	Total
1987	5840	3488	9328
1986	5927	3635	9562
1985	5851	3479	9330
1984	5894	3486	9380
1982	5902	3416	9318
1980	5665	3156	8821

GOVERNMENT WIDE

TABLE 2

AVERAGE AGE AND YEARS OF GOVERNMENT SERVICE
DECEMBER 31, 1986, 1987

CATEGORY	AVERAGE AGE				AVERAGE YEARS GOV'T SERVICE **			
	Male		Female		Male		Female	
	1987	1986	1987	1986	1987	1986	1987	1986
Scientific & Professional	42	42	38	38	12	12	8	8
Technical	42	42	36	36	14	14	8	9
Administrative	44	44	38	38	13	13	9	9
Administrative Support	40	42	37	37	10	10	10	10
Operational	46	46	39	41	11	11	10	9
Others *	47	46	39	38	11	10	9	9
OVERALL	44	44	38	38	12	12	9	9

* The Others Category includes exempted, non-bargaining employees as indicated under the Public Service Labour Relations Act, R.S.N.B. 1973, c. P-25.

** Government service refers to continuous service which is the date beginning a period of unbroken service, including periods of authorized leave and conditional termination. A break in service requiring a new date under non-barganing rules refers to periods of 45 days or more, or as defined by collective agreements. This does not include inactive periods of seasonal employees.

GOVERNMENT WIDE

TABLE 3

DISTRIBUTION OF EMPLOYEES
IN THE NEW BRUNSWICK CIVIL SERVICE
DECEMBER 31, 1984, 1986, 1987

	Dec. 1987 % All Men	Dec. 1987 % All Women	Dec. 1986 % All Women	Dec. 1984 % All Women
Scientific & Professional	23.8	25.3	24.5	23.7
Technical	14.4	1.8	1.5	1.6
Administrative	13.8	7.6	6.1	5.2
Administrative Support	6.9	57.6	57.7	59.4
Operational	37.3	4.7	5.9	7.7
Others *	3.8	3.0	4.2	*

* Data unavailable in 1984. The Others Category includes exempted, non-bargaining employees as indicated under the Public Service Labour Relations Act, R.S.N.B. 1973, c. P-25.

GOVERNMENT WIDE

TABLE 4

THE NEW BRUNSWICK CIVIL SERVICE
REPRESENTATION WITHIN EACH OCCUPATIONAL CATEGORY
DECEMBER 31, 1980, 1982, 1984, 1986 and 1987

OCCUPATIONAL CATEGORY	1980		1982		1984		1986		1987	
	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female	% Male	% Female
Scientific & Professional	67.7	32.3	64.9	35.1	63.7	36.3	61.4	38.6	61.1	38.9
Technical	93.1	06.9	94.4	05.6	94.0	06.0	93.9	6.1	93.1	6.9
Administrative	84.4	15.6	81.6	18.4	78.0	22.0	76.0	24.0	75.4	24.6
Administrative Support	17.1	82.9	15.8	84.2	16.4	83.6	16.2	83.8	16.6	83.4
Operational	88.2	11.8	88.9	11.1	89.2	10.8	91.2	8.8	93.0	7.0
Others	*	*	*	*	*	*	66.5	33.5	67.7	32.3
TOTAL	64.0	36.0	63.2	36.8	62.8	37.2	62.0	38.0	62.6	37.4

* Data unavailable prior to 1985. The Others Category includes exempted, non-bargaining employees as indicated under the Public Service Labour Relations Act, R.S.N.B. 1973, c. P-25.

GOVERNMENT WIDE

TABLE 5

REPRESENTATION BY OCCUPATIONAL CATEGORY AND GROUP
DECEMBER 31, 1984, 1986, 1987

OCCUPATIONAL CATEGORY/GROUP	Number Employees 1987 # Men (1986 in Brackets)	# Women (1986 in Brackets)	Representation 1987 % Women	1986 % Women	1984 % Women
SCIENTIFIC & PROF. CATEGORY					
Medicine & Dentistry	13 (13)	2 (2)	13.3	13.3	13.0
Nursing	3 (2)	209 (222)	98.6	99.1	99.5
Field & Lab	51 (52)	7 (8)	12.1	13.3	10.3
Natural Resources *	45 (45)	1 (1)	2.2	2.2	0.0
Planning & Resources	190 (213)	99 (114)	34.3	34.9	30.7
Education Instructional	404 (409)	157 (149)	28.0	26.7	26.6
Edu. Non-Instructional	128 (105)	31 (27)	19.5	20.5	21.5
Engineering, Land Surveying & Architec **	134 (141)	7 (6)	5.0	4.1	1.5
Rehabilitation & Therapy	300 (320)	345 (339)	53.5	51.4	46.6
Recreation & Culture	20 (22)	6 (6)	23.1	21.4	16.7
Agriculture	73 (68)	18 (16)	19.8	19.0	14.9
Veterinary	26 (26)	2 (2)	7.1	7.1	4.2
SUMMARY	1387(1416)	884 (892)	38.9	38.6	36.3

* Formerly called Forestry.

** Formerly called Engineering and Architecture.

TABLE 5 (cont'd)

OCCUPATIONAL CATEGORY/GROUP	Dec. 1987 # Men (1986 in Brackets)	Dec. 1987 # Women (1986 in Brackets)	Dec. 1987 % Women	Dec. 1986 % Women	Dec. 1984 % Women
TECHNICAL PROF. CATEGORY					
Laboratory & Medical	7 (6)	13 (10)	65.0	62.5	64.7
Drafting & Graphic Arts	52 (51)	6 (5)	10.3	8.9	10.9
Engineering & Field	297 (293)	14 (13)	4.5	4.2	4.0
Resource Services	308 (315)	4 (3)	1.3	0.9	1.6
Technical Insp.	179 (189)	25 (24)	12.3	11.3	9.4
Industrial Certification *					
SUMMARY	843 (854)	62 (55)	6.9	6.1	6.0
ADMINISTRATIVE CATEGORY					
Administrative Services **	808 (701)	264 (221)	24.6	24.0	22.0
SUMMARY	808 (701)	264 (221)	24.6	24.0	22.0
ADMINISTRATIVE SUPPORT CATEGORY					
Clerical & Regulatory	261 (276)	962 (1047)	78.7	79.1	76.9
Highway Patrol	98 (86)	4 (3)	3.9	3.4	5.9
Secretarial	4 (4)	930 (930)	99.6	99.6	99.8

* Data for this Group has not yet been programmed into the Technical Category.

** The increase in the number of men in this category is due in part to the reclassification of a number of correctional positions formerly found in Rehabilitation and Therapy, and Institutional Services.

TABLE 5 (cont'd)

OCCUPATIONAL CATEGORY/GROUP	Dec. 1987 # Men (1986 in Brackets)	Dec. 1987 # Women	Dec. 1987 % Women	Dec. 1986 % Women	Dec. 1984 % Women
Office Data Proc. & Duplicating	36 (37)	52 (55)	59.1	59.8	65.5
Court Stenographers	2 (2)	62 (61)	96.9	96.8	95.1
SUMMARY	401 (405)	2010 (2096)	83.4	83.8	83.6
OPERATIONAL CATEGORY					
Institutional Services	89 (100)	36 (45)	28.8	31.0	37.7
Institutional Care	263 (272)	117 (161)	30.8	37.2	40.5
General Labour & Trades	1708(1855)	9 (9)	0.5	0.5	0.7
General Labour & Trades Supervisory	122 (119)	0 (0)	0.0	0.0	0.0
SUMMARY	2181(2227)	163 (215)	7.0	8.8	10.8
OTHERS CATEGORY	220 (306)	105 (154)	32.3	33.5	***
GRAND TOTAL	5840(5927)	3488 (3635)	37.4	38.0	37.2

*** Data unavailable in 1984. The Others Category includes exempted, non-bargaining employees as indicated under the Public Service Labour Relations Act, R.S.N.B. 1973, c. P-25.

GOVERNMENT WIDE

TABLE 6

AVERAGE ANNUAL SALARY WITHIN CATEGORIES AND GROUPS
DECEMBER 31, 1984, 1986, 1987

	AVERAGE ANNUAL SALARY		WOMEN'S AVERAGE SALARY AS % OF MEN'S		
	$ Male	$ Female			
	1987		1987	1986	1984
SCIENTIFIC & PROFESSIONAL CATEGORY					
Medicine & Dentistry	78,494	75,036	95.5	99.1	89.7
Nursing	23,998	29,796	124.1	107.7	104.6
Field & Lab	39,104	35,802	91.5	82.6	77.5
Natural Resources	33,712	29,536	80.4	75.8	*
Planning	39,390	35,828	90.9	89.2	89.1
Education Instructional	35,776	32,214	90.0	91.9	89.5
Education Non-Instructional	45,370	42,458	93.5	95.8	96.8
Engineering, Land Surveying and Architect	42,146	34,216	81.1	79.0	85.2
Rehab & Thep.	31,954	27,664	86.5	88.2	88.4
Recreation & Culture	35,074	36,608	104.3	102.8	98.6
Agriculture	39,026	36,166	92.6	91.2	95.3
Veterinary	46,878	45,448	96.9	97.3	91.4
OVERALL	37,830	30,914	81.7	84.2	85.1

* There were no women in the Natural Resources Group in 1984.

TABLE 6 (cont'd)

	AVERAGE ANNUAL SALARY		WOMEN'S AVERAGE SALARY AS % OF MEN'S		
	$ Male	$ Female			
	1987		1987	1986	1984
TECHNICAL CATEGORY					
Laboratory & Medical	28,288	27,742	98.0	95.1	96.8
Drafting & Graphic Arts	24,674	23,452	95.0	95.8	95.3
Engineering & Field	28,808	25,688	89.1	88.5	80.9
Resource Services	26,572	22,620	85.1	82.2	90.7
Technical Inspection	32,682	27,976	85.6	84.5	90.7
OVERALL	28,548	26,624	93.2	93.0	93.3
ADMINISTRATIVE CATEGORY					
Administrative Services	42,250	35,490	84.0	83.5	86.2
ADMINISTRATIVE SUPPORT CATEGORY					
Clerical & Reg.	24,518	21,580	88.1	86.6	85.5
Highway Patrol	27,170	26,780	98.6	98.0	98.1
Secretarial	16,250	17,966	110.6	101.9	95.1
Office Data Proc. & Duplicating	23,946	19,084	79.7	81.3	79.4
Court Steno	22,282	21,918	98.4	98.5	98.7
OVERALL	23,012	19,864	79.4	81.0	80.9

TABLE 6 (cont'd)

	AVERAGE ANNUAL SALARY		WOMEN'S AVERAGE SALARY AS % OF MEN'S		
	$ Male	$ Female			
	1987		1987	1986	1984
OPERATIONAL CATEGORY					
Institutional Services	18,382	17,550	95.5	96.8	93.5
Institutional Care	23,686	20,904	88.3	86.0	87.8
General Labour & Trades	21,736	21,918	100.9	101.9	95.6
General Labour & Trades Supervisory	25,714	-	-	-	-
OVERALL	22,074	20,254	91.8	90.7	88.2
OTHERS CATEGORY *					
	44,434	31,408	70.7	65.0	*
ALL CATEGORIES	30,576	24,336	79.6	79.7	77.6

* Data unavailable in 1984. The Others Category includes exempted, non-bargaining employees as indicated under the Public Service Labour Relations Act, R.S.N.B. 1973, c. P-25.

GOVERNMENT WIDE

TABLE 7

REPRESENTATION BY SALARY RANGE
DECEMBER 31, 1984, 1986, 1987

Salary Range	Dec. 1987 # Male	Dec. 1987 # Female	Dec. 1987 % Female	Dec. 1987 % All Male	Dec. 1987 % All Female	Dec. 1986 % All Female	Dec. 1984 % All Female
Up to $9,999	4	25	86.2	0.1	0.7	00.0	0.0
$10,000-$14,999	5	95	95.0	0.1	2.7	01.9	4.3
$15,000-$19,999	492	1184	70.6	8.4	33.9	37.6	50.7
$20,000-$24,999	1825	985	35.1	31.3	28.2	28.4	18.1
$25,000-$29,999	973	413	702	29.8	16.7	11.8	16.4
SUB-TOTAL	3299	2702	45.0	56.5	77.5	80.9	89.5
$30,000-$34,999	838	436	34.2	14.3	12.5	13.6	6.4
$35,000-$39,999	694	195	21.9	11.9	5.6	02.8	2.5
$40,000-$44,999	438	76	14.8	7.5	2.2	01.7	1.2
$45,000-$49,999	246	46	15.8	4.2	1.3	00.3	0.2
$50,000-plus	325	33	9.2	5.6	0.9	00.3	0.3
SUB-TOTAL	2541	786	23.6	43.5	22.5	19.1	10.5
TOTAL	5840	3488	37.4	100.0	100.0	100.0	100.0

BY DEPARTMENT

TABLE 8

REPRESENTATION
DECEMBER 31,1987
(Brackets indicate 1986 Statistics)

Department	# Males	# Females	% Females
Advanced Education & Training	686 (650)	359 (315)	34.4 (32.6)
Agriculture	213 (210)	100 (89)	31.9 (29.8)
Alcoholism & Drug Dependency Commission	86 (82)	100 (92)	53.8 (52.9)
Board of Management	42 (44)	69 (59)	62.2 (57.3)
Cabinet Secretariat	20 (17)	19 (19)	48.7 (52.7)
Commerce & Technology	67 (71)	37 (40)	35.6 (36.0)
Education	76 (75)	79 (76)	51.0 (50.3)
Finance	118 (123)	139 (132)	54.1 (51.8)
Fisheries	67 (65)	34 (36)	33.7 (35.6)
Health & Community Services	332 (315)	872 (820)	72.4 (72.2)
Income Assistance	116 (118)	233 (223)	66.8 (65.4)
Justice	592 (593)	429 (410)	42.0 (40.9)
Labour	126 (125)	80 (78)	38.8 (38.4)
Municipal Affairs & Environment	224 (228)	119 (122)	34.7 (34.9)
Natural Resources & Energy	665 (675)	158 (156)	19.2 (18.8)
Occupational Health & Safety	33 (36)	12 (9)	26.7 (20.0)
Office of the Comptroller	35 (37)	57 (52)	62.0 (58.4)

TABLE 8 (cont'd)

Department	# Males	# Females	% Females
Supply & Services	315 (300)	188 (173)	37.3 (36.6)
Tourism, Recreation and Heritage	192 (190)	118 (116)	38.1 (37.9)
Transportation	1,814 (1,835)	250 (238)	12.1 (11.5)

BY DEPARTMENT

TABLE 9

AVERAGE SALARY
DECEMBER 31, 1986, 1987

DEPARTMENT	AVERAGE ANNUAL SALARY 1987		WOMEN'S AVERAGE SALARY AS % OF MEN'S	
	$ Male	$ Female	1987	1986
Advanced Education & Training	$34,476	26,468	76.8	79.0
Agriculture	$35,594	$24,076	67.6	68.0
Alcoholism & Drug Dependency Commission	$26,988	$24,752	91.7	95.1
Board of Management	$48,724	$25,480	52.3	55.0
Cabinet Secretariat	$51,428	$30,212	58.7	58.6
Commerce & Technology	$44,902	$25,584	57.0	57.4
Education	$44,902	$26,598	59.2	60.7
Finance	$34,034	$22,880	67.2	68.9
Fisheries	$33,826	$24,154	71.4	68.4
Health & Community Services	$36,036	$26,026	72.2	74.3
Income Assistance	$32,916	$22,178	67.4	69.4
Justice	$31,018	$23,478	75.7	72.4
Labour	$35,854	$23,816	66.4	71.5
Municipal Affairs & Environment	$35,230	$21,944	62.4	64.3

TABLE 9 (cont'd)

DEPARTMENT	AVERAGE ANNUAL SALARY		WOMEN'S AVERAGE SALARY AS % OF MEN'S	
	$ Male	$ Female		
			1987	1986
Natural Resources & Energy	$27,170	$20,332	74.8	77.7
Occupational Health & Safety Commission	$37,986	$26,026	68.5	71.9
Office of the Comptroller	$38,974	$21,840	56.0	58.8
Supply and Services	$35,997	$25,584	71.1	76.4
Tourism, Recreation & Heritage	$31,460	$25,844	82.1	80.5
Transportation	$24,726	$20,930	84.6	81.5

Appendix A

Employment Equity Roles and Responsibilities

In 1986 a background report* on the occupational status of men and women in the New Brunswick Civil Service was prepared by the Women's Directorate and tabled in the Legislature. The Program's name was changed from Affirmative Action to Employment Equity at this time. The report included an implementation strategy and policy statement which delineated the following roles and responsibilities with respect to Affirmative Action/Employment Equity:

- The Women's Directorate is responsible for Employment Equity policy including: developing policy recommendations; monitoring the implementation of Employment Equity policy and programs; recommending approval or rejection of departmental Action Plans**; and, preparing an annual report on the status of women in the Civil Service to be tabled in the Legislature.

- The Board of Management is responsible for overall implementation of Employment Equity policy including: compiling and approving departmental Action Plans; reviewing, in conjunction with the Women's Directorate, human resource policies; and maintaining and developing employment data which meets the monitoring and reporting requirements of the Women's Directorate.

- Departments, Commissions and Agencies in the Civil Service are responsible and accountable for specific implementation of Employment Equity policy including: preparing specific Action Plans which set forth measurable goals; preparing annual departmental reports; and reviewing departmental human resource policies and practices.

* Affirmative Action in the New Brunswick Civil Service : A Strategy for Change, May 1986

** Action plans are three year departmental plans containing numerical goals and positive strategies for improving the representation of women in categories, groups and levels where women's representation is low.